UNIVERSITY OF South Carolina
Molinaroli College of Engineering and Computing

POLICY: **Research Supplements**

DATE: **October 9, 2026**

This policy applies to all units within the Molinaroli College of Engineering and Computing. The College policy is subordinate to related policies outlined in the University of South Carolina Faculty Manual. In cases of inconsistencies between this policy and the university, state, or federal policies, the university, state, or federal policy rules are the final authority.

I. Purpose

The purpose of this policy is to support and expand the College's extramural research portfolio by providing opportunities for supplemental compensation when faculty engage in research activities that exceed normal expectations and responsibilities.

Within the Molinaroli College of Engineering and Computing, tenured and tenure-track faculty members are expected to contribute with excellence to the University's three core missions of teaching, research, and service. This includes maintaining an active and impactful research program while fulfilling assigned teaching and service responsibilities.

As part of their regular faculty duties, tenured and tenure-track faculty members are expected to pursue and secure extramural funding that supports the development, growth, and sustainability of high-quality research programs characterized by scholarly impact, innovation, and distinction. Accordingly, seeking and obtaining extramural research funding is considered a normal and expected component of faculty responsibilities and is not, by itself, grounds for supplemental compensation.

This policy establishes the circumstances under which supplemental compensation may be provided for research activities that are demonstrably above and beyond the faculty member's normal workload and expectations, consistent with university policies and sponsor requirements.

II. Definitions

Salary Savings: Salary Savings occurs when a faculty member charges a portion of their institutional academic-year salary to a sponsored project in accordance with the approved budget and the effort devoted to the project. Salary Savings reduces the portion of the faculty member's salary that would otherwise be paid from college funds, thereby generating Salary Savings for the College. Faculty members are expected to request and charge reasonable salary support commensurate with the effort devoted to sponsored projects and consistent with sponsor, University, and approved budget requirements. Salary Savings does not change teaching or service assignments.

Research Supplement: A Research Supplement is supplemental compensation paid by the College to an eligible faculty member from Salary Savings generated by the faculty member. The purpose of a Research Supplement is to recognize and incentivize research activity that contributes to the growth of the College's extramural research portfolio. Research Supplements are paid by the College and are not paid directly from sponsored project funds. Faculty members receiving a Research Supplement remain responsible for fulfilling all assigned teaching, research, service, and other institutional obligations. All Research Supplements are subject to applicable University policies and require approval by the Department Chair, College Budget Office, and Human Resources. Research Supplements are subject to all applicable taxes and withholdings.

III. Eligibility

Research Supplements shall be awarded when a faculty member generates a Salary Savings of 5% or more of their institutional base salary.

a. To be eligible for a Research Supplement a faculty member must:

- Be a full-time tenured or tenure-track faculty member in the Molinaroli College of Engineering and Computing.
- Have generated Salary Savings to the College equal to or greater than five percent (5%) of their institutional base salary. Faculty members who do not meet the five percent (5%) threshold shall not be eligible for a Research Supplement.
- Received a positive annual evaluation (meeting assigned expectations) and rating within the top quartile of tenure/tenure track faculty within the department.
- Be in compliance with all applicable University, College, and sponsor requirements related to effort reporting, grant administration, and sponsored research activities.

b. Benefit Calculation
Faculty members who meet all eligibility requirements, including the minimum Salary Savings threshold, may receive a Research Supplement. The total benefit will be calculated as approximately thirty percent (35%) of the total Salary Savings generated for the College during the applicable evaluation period.

The College reserves the right to establish annual limits, adjust calculation methodologies, or modify award amounts based on available resources, institutional priorities, and University policy.

All awards are subject to approval by the Department Chair, Dean, College Budget Office, Human Resources, and any other offices required by university policy.

c. Limitations
   - Requests will not be built based on a desired supplement amount. Effort not performed within the period of performance cannot be charged, regardless of funds remaining for a sponsored program.
   - Annual maximum amount of Salary Savings is 40% of academic salary. Amounts exceeding 40% require a course buyout or service buyout and are subject to those policies.
   - Summer compensation does not qualify as Salary Savings. Summer compensation is charged directly to sponsored awards.
   - Sponsor guidelines may impose additional limitations such as: NIH: if salary exceeds the NIH salary cap, the calculation uses the 9-month equivalent of the cap. NSF: no more than two months of salary across all NSF awards per year.

IV. Procedures

The following procedures shall be used to determine eligibility and administer Research Supplements.

1. The faculty member will complete the MCEC Research Supplement Request Form and send it to their assigned Post Award Administrator who will route the form for approvals.
2. The Post Award Administrator will complete the account change request in PeopleSoft HCM for the Salary Savings.
3. The Post Award Administrator will complete the MCEC Research Supplement Request Worksheet and submit it to the College Budget Office for processing.

V. Related University, State, and Federal Policy Documents and Guidance:

a. 2 CFR 200 Uniform Guidance
   https://www.ecfr.gov/current/title-2/subtitle-A/chapter-II/part-200?toc=1
b. Federal Acquisition Regulation
   https://www.acquisition.gov/browse/index/far
c. BUSF 3.12 Personal Activity Reporting System Policy
   https://www.sc.edu/policies/documents/fina312.pdf
d. FINA 9.10 Cost Accounting Standards
   https://www.sc.edu/policies/ppm/fina910.pdf
e. FINA 3.21 External Audit Policy for Grant Transactions and Activities Policy
   https://sc.edu/policies/documents/fina321.pdf
f. Office of Sponsored Awards Management
   https://sc.edu/about/offices_and_divisions/sponsored_awards_management/policies_and_guidance/
g. FINA 3.00 Restricted Funds Policy

https://sc.edu/about/offices_and_divisions/controller/documents/fina_3.00_procedure-program_income.pdf